

The Skinners' School

Appointment of Senior Deputy Head



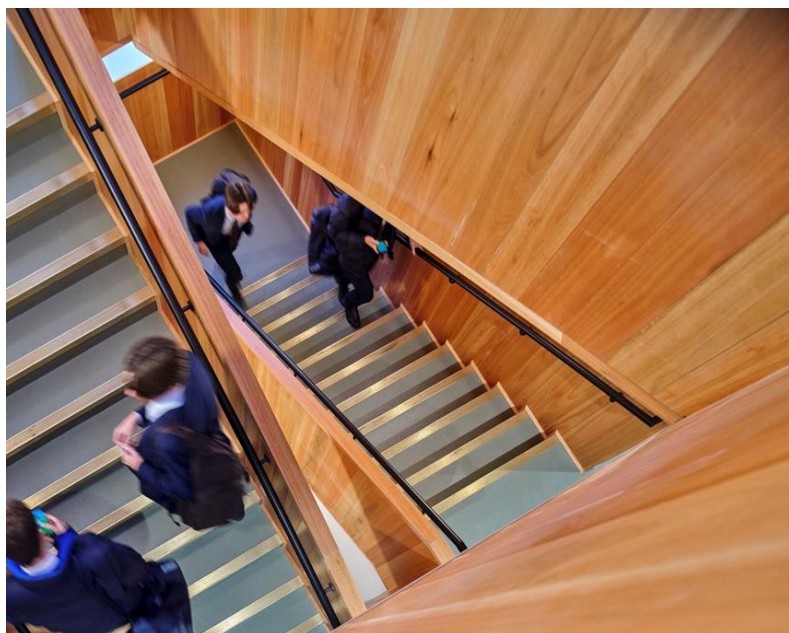
ABOUT SKINNERS'

Skidders' School was founded in 1887 and is a thriving boys' grammar school. There are currently 1119 pupils, 325 of whom are in the Sixth Form. A friendly and hard-working community, the school is amongst the highest achieving in the country, both academically and in terms of extra-curricular provision. Pastoral care is also a real strength.

ADMISSIONS

The School is significantly over-subscribed and has an excellent reputation in both Kent and Sussex. It admits 160 boys (five forms) at age 11. Entry is achieved via the Kent 11+ examination, with an entry qualification that is higher than the Kent County Council 11+ pass. Once they reach our qualifying score, pupils are given places based on distance lived from the school (although we also offer a sibling preference). The current 'catchment' of the school is approximately 11 miles.

Nearly all Skidders' students stay after Year 11 to enter the Sixth Form and are joined by a small number of students from other schools. Pupils are required to achieve a total of 50 points over their best 8 GCSE grades in order to enter the Sixth Form.



HISTORY

Skinner's is one of the Skinner's Company's family of schools – the others being Tonbridge School, Judd School, Skinner's Kent Academy, Skinner's Academy, Skinner's Kent Primary School and the Marsh Academy. The Skinner's Company, one of the original twelve London livery companies, provides a rich seam of support, governance and tradition.

Since the construction of the original school buildings in 1887, considerable development has taken place in recent years in order to accommodate an increasing school roll. The Leopard building (1994) houses Mathematics, Design Technology and ICT. The Beeby building (2002) created specialist accommodation for Modern Languages, and the Byng Hall renovation of 2008 provided a wonderful theatre for Music and Drama. A £2.5 million Sports Hall complex was opened in September 2012, dramatically increasing the range of sports available. In November 2020 we opened the £4.5 million Mitchell Building: a Sixth Form Centre, School Library and new premises for the English department.

ACADEMIC ACHIEVEMENT

Examination results at Skinner's are excellent. At A Level, 80% of grades are at A*-B. Students thus access the top universities in the country: last year over 95% went to the top 30 universities or top 10 courses rated nationally; typically, a dozen go to Oxford or Cambridge. At GCSE, typically around 70% of grades are 9-7, with 95%+ progressing to our Sixth Form.

Our goal is to help each pupil develop his talents and interests to the full. The curriculum is thus aimed at giving a broad education, leaving specialisation as late as possible. At Key Stage 3 this includes an integrated STEM curriculum. At GCSE and A Level there is a wide range of options, with students typically taking 11 GCSEs (including three separate sciences and a modern language) and either 3, 4 or occasionally 5 A levels. A growing number of students also undertake the Extended Project Qualification in the Sixth Form.

In February 2014, Skinner's converted to academy status, but remains closely tied to the ideal of being a leading Kent grammar school.



PASTORAL SYSTEM

Skidders' has a reputation as a friendly and supportive community. The responsibility for general welfare and progress lies with teams of Form Tutors. Heads of Year work closely with Form Tutors to ensure every pupil is known and supported. Good relationships between students, staff and parents are at the heart of all we do and are a key element in our success.

THE SCHOOL DAY

School begins at 8.45am. Each day has five periods, which last for one hour. School ends at 3.35pm but many activities take place at lunchtimes and after school. In addition, many sporting fixtures are played on Saturday mornings. Pupils enthusiastically take part in the extra-curricular life of the school and value it as highly as they do their academic studies.

EXTRA-CURRICULAR ACTIVITY

We place great emphasis upon the development of character and potential through extra-curricular activities. A wide range of clubs and societies supports both the learning of pupils and their interests. These operate during and after the school day, with pupils immersing themselves in Chess, Eco Council, Politics, STEM and Model United Nations, to name just a few. Drama, Music and Art play a significant role in the life of the school, with concerts and a wide range of productions a regular part of the school's life.

We welcome job applicants supporting the extra-curricular life of the school.



CCF AND DUKE OF EDINBURGH

Skidders' School has one of the largest CCF contingent of any state school in the country, including Army and Air Force sections. The attractions of Adventurous Training, Easter and Summer camps, along with rifle practice in the School's range, draw significant numbers to join. Alongside, the Duke of Edinburgh award is also very popular: pupils can graduate through Bronze, Silver and Gold Awards.



SPORTS AT SKINNERS'

We consider involvement in team sports to be a valuable part of the pupils' education. There is a very strong fixture list every Saturday and we also achieve success in national competitions. We place an emphasis upon excellence, but also upon mass participation and team work. We often, for example, field six rugby teams for Year 7 alone. We think it is important that every pupil can say that they have represented the School competitively.

The main sports are rugby, hockey and football during the winter months and cricket, tennis and athletics during the Summer Term. However other sports include basketball, table tennis, badminton, cross-country and shooting. The Sports Hall is also equipped with a state of the art fitness suite, which is also freely available to staff at the school.



STATEMENT OF VALUES

The Skinners' School is place of learning. Students acquire not only qualifications, but a respect for scholarship and learning, as things worthwhile in themselves. We intend that they will also develop an appreciation of human achievement in the arts, humanities, languages, science and literature. Students must be diligent and open-minded, and they must develop the ability to think critically, to respect evidence, to distinguish between opinions and prejudices and to make balanced judgments of their own. Through involvement in our varied extra-curricular programme every boy should develop and grow intellectually, culturally, physically and spiritually and emerge as well-rounded, flexible, articulate and collaborative individuals.

Skinners' is a caring school. No young person will learn effectively unless he feels happy, safe and secure. At Skinners' we try to address the particular needs of every pupil through a comprehensive pastoral system. We value everyone as unique and we work together to develop self-respect, self-discipline and self-understanding. We aim to make responsible use of our talents and opportunities, strive for wisdom and knowledge and take responsibility for our lives.

Skinners' is a community. We respect others for themselves, not for what they have or what they can do for us. We believe that the capacity to form strong relationships is the foundation of a happy and fulfilled life. As such we strive to show others they are valued, to earn the trust and loyalty of others and to work together cooperatively. We do not tolerate bullying, violence, theft or abuse.

Skinners' is at the heart of a wider community. We learn to take on our responsibilities as citizens. We respect and celebrate diversity. We promote opportunities for all. We place truth, integrity, honesty, loyalty and goodwill at the heart of what we do. The ethic of service is more highly valued by us than that of self-interest. We believe that from those to whom much is given, much is expected.

These values will underpin our work and relationships at Skinners' School; they are at the foundation of all that we do.



GOVERNANCE, LEADERSHIP AND MANAGEMENT

Governing Body

The Governing Body is made up of members of the Skinners' Company and members of the local community. There are currently 15 governors in total, including staff and parent governors.

Leadership and management

The day to day running of the School is delegated to the Headmaster, the Senior Deputy Head and the Bursar. They are supported by a Leadership Group, which meets weekly. There are currently two Deputy Heads and three Assistant Heads.

SENIOR DEPUTY HEAD: TERMS OF APPOINTMENT

We are looking for a dynamic and collaborative individual to play a key role in the strategic development of the school, to oversee its day to day organisation, and to take on a specialist role either leading learning at the school or leading its pastoral care. This role has come up due to the appointment of the incumbent, Julian Metcalf, as Headmaster at Dartford Grammar School. It is an ideal role for someone who aspires to Headship.

We are looking to appoint for September 2021 but would be happy to wait until January 2022 for the right candidate. We are also keen to get the best person rather than necessarily to slot into a pre-ordained job description and will be happy to fit roles to the skills of the successful candidate.

The role comes with a salary in the range of L22-26 on the Leadership Scale.

No specific subject specialism is sought.



ROLE DESCRIPTION

This outlines the key roles involved in the leadership of the school at Senior Deputy Head level. Candidates will be involved in sections 1 and 2 below, and we are keen to learn about your relevant experience in, and enthusiasm for, sections 3 and/or 4. The job also allows an opportunity to become involved in governance, financial management and collaboration with other schools.

1. SCHOOL LEADERSHIP

To support and advise the Headmaster and to assume responsibility for the school in his absence.

To play a leading role in the school's strategic planning, infrastructure development, including transformative projects that will sustain its continuous development.

To take part in the appointment of staff; to help plan and manage staffing and personnel issues.

To play a leading role on public occasions as requested and to represent the school on educational issues within the local community when appropriate.

To work on collaborative projects with our neighbours, in particular Skinners Kent Academy, Tunbridge Wells Girls' Grammar School and The Judd School. This includes supporting the school's responsibility as a partner to the Skinners' Kent Academy MAT and as a member of the Skinners' Company's family of schools.

To be a visible presence in the school with students and staff, modelling the high standards of behaviour and attitude expected in others.

To meet with parents as required, fostering positive relations; in addition, to assist in marketing the school.

To play a leading role in the school's performance management process.

To attend and contribute to meetings of the Governing Body and its sub-committees.

To lead assemblies from time to time, as requested by the Headmaster.

2. SCHOOL ORGANISATION

Oversight of the school calendar, arrangements for start and end of term, day to day efficient operation of the school, duty rotas and cover processes.

To oversee the Staff Handbook and Student Planners.

Management of key events in school, both in the school day and after school, in particular Skinners' Day, Open Evening and Open Mornings, School photographs (new pupils, Year 13 Leavers and Whole School), weekly staff briefings.

3. PASTORAL LEADERSHIP

Oversight of the attendance, behaviour, participation, achievement and personal development of pupils; management of discipline, pupil behaviour and proper standards of dress, conduct and attitude.

Leadership and management of the Heads of Year team, promoting the highest quality of pastoral care.

Line management of the school's Designated Safeguarding Lead, SENCo, Head of PSHE; oversight of appropriate liaison with outside agencies, ensuring that they serve the needs of the pupils and school.

Oversight of the House System and management of five Heads of House.

4. LEADERSHIP OF LEARNING

Responsibility for the quality of learning in the school at all Key Stages, including development of the curriculum and of high quality, supportive monitoring processes.

Development of the highest quality of continuous professional development at Skinners', in line with up to date academic thinking, the needs of the school, the needs of its teachers and students.

Liaison with the Head of ITT/ECF and with the Data Manager.

Direct line management of specific departments, holding middle leaders to account for students' academic progress.

PERSON SPECIFICATION

- Degree qualification; PGCSE or QTS; further educational qualification also desirable.
- An outstanding teacher.
- Proven leadership in a school context, including the ability to delegate, to identify areas of underperformance and to lead improvement, alongside the ability to develop innovative strategies (and to deliver them).
- Excellent verbal and written communication skills; the ability to communicate with, and listen to, a range of stakeholders – pupils, parents, staff, governors and members of the public.
- An interest in pedagogy and all matters of educational development: a natural interest in keep abreast with the local and national education landscape.
- Ability to foster positive relationships with colleagues, but prepared to challenge and hold to account.
- Analytical skills, attention to detail while being able to keep abreast of, and focus on, the wider picture, and a practical approach to problem solving.
- Ability to plan, prioritise and manage a workload in an environment of regular and critical deadlines; this includes good IT skills.
- Willingness to take on new challenges and opportunities in unknown territory.
- Resilience and the ability to work under pressure.
- Ability to work effectively independently and supportively as part of a team.
- Willingness to engage with the wider life of the school, in particular our wide-ranging co-curricular programme, and to support all areas of the school's activity.
- An inclusive sense of humour and a warm personality.

APPOINTMENT PROCESS AND HOW TO APPLY

Candidates should submit a completed application form, including details of key achievements and responsibilities, along with a covering letter which fully addresses the competencies outlined in the job description and person specification.

Candidates are very welcome to visit the school in advance of applying, and to talk with the Headmaster and the current Senior Deputy Headmaster.

Completed applications (and other questions) should be emailed to the Headmaster's Secretary, Mrs Wendy Dray at wendy.dray@skidders-school.org.uk

The closing date for applications is **12pm on Friday 7th May 2021.**

Candidates will be invited for a two stage interview. The first interview will be held on Wednesday 12th May at the school, and the second interview will be held on Wednesday 19th May at Skidders' Hall.

