

# CANDIDATE PACK



Glyn  
School

# WELCOME TO GLYN SCHOOL



Dear Applicant,

Thank you for your interest in our vacancy. Glyn School is a comprehensive school for boys aged 11 to 16, and a successful mixed Sixth Form. Founded in 1927, we have a rich history of academic excellence, sporting prowess, artistic achievement and service to the community. The school carries the responsibility of being graded 'outstanding' by Ofsted in 2000, 2012 and again in 2023.

Finally, we have the privilege and responsibility of being a founder member of GLF schools, a Multi Academy Trust (MAT) where the focus on collaboration, leadership and school improvement enables students to 'Grow, Learn and Flourish'.

At Glyn School we hold high expectations of all our students in every respect. We aspire to provide students with an outstanding learning experience each and every day. Every decision that we make is centred on their learning and achievement as we seek to enable each one to meet and exceed their potential. Our incredibly dedicated and talented staff never give up on a student.



We warmly welcome you to visit us and experience our vibrant, thriving and supportive atmosphere that makes Glyn School the right choice for you.

- Mrs Garrod



Mrs Jo Garrod  
Headteacher



# GLYN SCHOOL'S VISION

Glyn School inspires a love of learning and achievement that is founded on the virtues of integrity, kindness, respect and endeavour. Every person is highly valued and encouraged to achieve their full potential. Students are supported to develop and express their character, empowering them to positively contribute to their community. We are a values-driven school and thus our values underpin all we do.

Integrity means 'doing the right thing, even when someone isn't looking'.

A school community motivated by integrity and embodying a true understanding of respect and care for others is a successful school.

We foster mutual respect between all members of our community and help students develop self-confidence and self-respect, so that they become well-rounded young people.



Kindness is a type of behaviour marked by acts of generosity, consideration, showing assistance or concern for others, without expecting praise or reward. Our culture is positive and supportive, which increases students' sense of belonging and happiness towards their learning and school experience.

We nurture students to strive to achieve their true potential through perseverance, hard work and resilience. We place an importance on teamwork and developing independence, where all students are encouraged to embrace challenge, which leads to success and achievement.

## Tenax propositi ulteriora peto: Firm of purpose I seek for nothing but the best

We also continue to use the original school motto from 1927.

This is an important part of our heritage and a reference point for our ethos and is proudly worn on the school blazer.

We firmly believe that colleagues who feel supported and valued impart their passion and enthusiasm to their students, and ultimately this enables the young people we teach to make exceptional progress. We want you to enjoy working at Glyn School and we warmly welcome you to visit us and experience our vibrant, thriving and supportive atmosphere that makes Glyn the right choice for you.





# WORKING AT GLYN SCHOOL



As a teacher at Glyn, I've found a unique blend of professional drive and personal development that's unmatched by my previous experiences. Here, there's a genuine push for excellence that's evident in both the staff's approach and the students' aspirations. In the classrooms and throughout the school, there's a keen attention to detail that really sets us apart. Our students are serious about their success, mirroring our own dedication to innovation and progress. And the community? It's as diverse as it is united, making every day's work engaging and rewarding.



GLF Schools is a forward thinking, dynamic organisation that has student learning at the heart of everything it does. I truly believe my career progression will be enhanced at Glyn and GLF.



Glyn have invested heavily in my training to ensure I am the best possible leader in education that I can be. It never fails to amaze me how motivated all staff are to improve, and how committed leaders are to ensure all staff meet their potential.

## Staff well-being at Glyn

### What it means to us

- Teaching and Learning - is the most important thing we do
- A culture of coaching - we collaborate, support and grow together
- Comprehensive CPD - we invest in your training
- Transparency - autonomy is given to staff
- Enhanced benefits - we provide support for your well-being









## Learning and teaching

### Great teaching transforms lives - 'make every lesson count'

Glyn is an 'Outstanding' school and Learning and Teaching is at the heart of Glyn. We aim to deliver lessons that inspire and engage students who will then go on to fulfil and exceed their potential.

Teachers, who have a passion for their subject and build strong relationships with their students, cultivate a 'love of learning' that ultimately sees the young people we teach make exceptional progress.

We firmly believe that high-quality professional development is an important part of excellent teaching and we enthusiastically pursue ongoing teacher development.

Our culture here at Glyn rests in particular on a genuine collective commitment to developing excellence in our curriculum and practice, and in our passionate dedication to teaching and learning.



### Join our Talent Pool

Let us know you are interested in  
working with us by joining our  
Talent Pool

[JOIN TALENT POOL](#)

## Proud to be part of GLF Schools

### Where Children Grow, Learn and Flourish.

GLF Schools is a Multi-Academy Trust established in 2012. We believe that every child in our schools can achieve the highest academic standards whilst enjoying a vibrant, challenging and rich curriculum. What we say in our motto is true: "Where Children Grow, Learn and Flourish." Whilst operating as a part of a family, each of our schools has its own distinct character and culture, which is respectful of its community and context, but their utmost common ground is that it is our staff that makes each school. Our collective GLF culture is built upon caring for our children and students by enabling our staff to provide the best possible education with the resources at our disposal.

We have a simple mission. "To be a supportive family of schools where together we grow, learn and flourish"



# THRIVE IN A CAREER WITH GLF

Joining GLF schools brings a wealth of opportunity both personally and professionally. Each school in our trust has its own individual identity, while benefiting from the expertise that comes from a dedicated and experienced support team. GLF Schools will recognise your skills, encourage creativity and provide opportunities for you to grow, learn and flourish. As a member of staff you can expect GLF to invest in your career progression, provide a bespoke career development plan and offer the potential to be fast tracked into leadership. GLF Schools has a generous employment offer which allows our colleagues to Grow, Learn and Flourish.

For more information about the benefits of working for GLF, please [click here to visit our GLF Careers page](#).



## Projects

Delivering improved facilities where needed



## Programmes

Delivering enrichment through extra-curricular pursuits



## People Awards

Supporting up to £500 towards a child's chosen activity in sport, music or drama



## #ChooseGLF #WeValueOurColleagues

“GLF Schools is seeking to deliver a leading model of community investment for Multi-Academy Trusts. The formation of the GLF Schools’ Foundation will benefit all our school communities and our children, students, staff, and families. GLF Schools and its Foundation will work collaboratively with external partners to enable us to deliver an even more outstanding educational experience.”

- Lynne O'Reilly,  
Chair of Trustees



## Making an application

Please apply by the closing date shown in the online advertisement. In the event of difficulty, please email Kerry Penegar, People Operations Advisor.  
[K.Penegar@glynschool.org](mailto:K.Penegar@glynschool.org).

It is important that you explain clearly in your supporting statement why you are applying for the role and how you have been equipped for it by your experience and qualifications. If you have been shortlisted for interview, we shall contact you soon after the closing date. Please ensure we have a daytime number or email address so that we can get in touch to make the necessary arrangements. If you do not hear from us, then you may assume that your application has been unsuccessful on this occasion, but we should like to thank you for your interest in working at Glyn School.

We reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a high level of response. Therefore, we would recommend that you submit your application as early as possible.



## References

When providing details of referees, applicants must provide two references. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live.

The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form.



## Interviews

The interview process will include an interview, an activity and a school tour. Please note due to high numbers of interested candidates, we will only contact candidates whose applications are shortlisted to attend interview.



## Safeguarding

Glyn School is fully committed to safeguarding. If you are invited for interview, you will be required to provide original documentation to prove your identity (e.g. passport, driving licence, P60/45) and original exam qualification certificates. Successful applicants will be required to complete a disclosure form to enable an enhanced DBS check to be undertaken. Information from the DBS check will be held in strict confidence. You will also need to provide proof of your eligibility to work in the UK and complete a Medical Declaration.



## Data Protection

Should you be unsuccessful with your application the School will confidentially destroy your application form after six months of its submission. If you are successful in your application this information will be kept securely as part of your personal employment record.



## Equality and Diversity

Applications are welcome from all sectors of the community. No job applicant will be treated less favourably because of their sex, race, colour, ethnic origin, age, marital status, disability, religion or belief, sexual orientation, or by any other condition or requirement that cannot be shown to be justified.



# GLF SCHOOLS BENEFITS

Some examples of the wide range of benefits of being part of GLF Schools

**1** Designated PPA time:  
your time is precious and we want to protect it

**2** Comprehensive CPD:  
we invest in your professional development

**3** Access to an external counselling and support service for mental health and well-being

**4** Staff offers and discounts through the 'Wider Wallet' scheme

**5** Chromebooks supplied for every teacher with full access to Google Drive and Apps

