



CANDIDATE INFORMATION PACK



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WELCOME



Dear applicant,

Thank you for your interest in joining our school. It is an absolute pleasure to write to you regarding this exciting opportunity.

I have been Headteacher at Northfleet School for Girls since 2014 and I am genuinely very proud of our school as I believe we have something that is special and different. Our headline data measures are all very positive, however it is our culture and ethos which truly shines and excites our staff, students and parents. This is a community which genuinely buys into a shared purpose as shown through the following areas:

- Our vision strapline of ***'Dream Big and Achieve'*** covers our passion to ensure that students achieve amazing results and develop whole person skills in equal measure
- A dedicated staffing team who really care with very low staff turnover
- A record of outperforming similar schools in areas such as KS4 attainment, KS5 attainment, attendance, and university first choice acceptances
- Excellent student behaviour and a lovely community feel within the school
- Substantial student oversubscription in all year groups. Our school has grown rapidly in the last few years from 800 to over 1300 students, including a highly popular Sixth Form.

Overall, we are a school that is experiencing real success through our shared passion to see all young people excel both academically and personally, leading to an amazing start in adult life.

We welcome any candidates for an informal tour or conversation. If you would like to engage with this please contact Mrs Jo Annable through the [***j.annable@nsfg.org.uk***](mailto:j.annable@nsfg.org.uk).

We look forward to your application and potentially speaking further.

Yours Faithfully

Chris Norwood
Headteacher

"I feel that there is an open door policy where I am able to have effective conversations with my team and SLT- I feel like we are a team working together, with the same purpose" - Staff feedback

"Staff turnover is low because teachers enjoy working at the school." - Ofsted 2022

OUR VISION

Our aim is to help every young person to Dream Big and Achieve through:

- **High expectations**
- **Working together**
- **Enjoying the journey**

Central to the above is the firm belief that we are not an exam factory. Students need excellent results, however just as importantly, it is our role to support them in developing as a whole person, ready to be successful in adult life.

The reality of this vision is seen through the following:

High Expectations

- Excellent behaviour in lessons and around the school
- Challenging curriculum and learning in lessons
- A strong emphasis on quality homework to further learning
- A high priority placed on aspirational careers advice and experiences.

Working together

- A culture where every member of staff is valued in making a difference in our school
- An emphasis on working with students in developing 'our' school
- Strong communication with parents as part of a 3 way partnership (school-student-parent)
- A wide range of student leadership roles in the operation of our school.

Enjoy the journey

- An excellent pastoral care system and focus on positive relationships
- A real commitment to staff wellbeing, including a wellbeing group and associated activities
- A wide range of clubs to support students in developing talents
- Excellent and varied trips to widen horizons and take learning outside the classroom
- A culture of praise with staff and students.



"I feel that there is a lot of effort towards wellbeing and raising staff morale" - Staff feedback

"I absolutely love my job being able to support a range of students and work along side some really hardworking and caring peers!"
- Staff feedback



WHY WORK AT NSFG?

We benefit from very low staff turnover, with the majority of appointments being due to expansion roles. Staff feedback shows the following reasons to work at our school:

- Excellent **student behaviour**; our students enjoy working with us
- A **positive and supportive culture** amongst the staff team including an active staff wellbeing group and approachable leadership team
- A **dedication to career development** through internal and externally recognised training programmes. This has led to over 60% of staff (teaching and support) experiencing at least one internal promotion
- A school with **excellent facilities** and continued future developments, including;
 - o Fitness suite, with free access for staff outside school hours
 - o Community Farm, with a whole range of animals from a bearded dragon to pigs and goats!
 - o Art gallery
 - o Recording studio
 - o Professional Performing Arts spaces
 - o New projects such as additional classrooms, new science Labs, 3G football pitch and enhanced MUGA (Multi-use games area)
- A **highly generous** approach to staff absence for personal reasons such as family events or those special treat occasions
- Excellent **IT facilities** including interactive display screens in all classrooms, 1 to 1 laptop scheme and touchscreen staff laptops for all.
- A **rich and varied curriculum**, including our 'Dream Big' days, IB World School status, our Be Training (Performing Arts) Academy and NSfG Football Academy in partnership with SEFA Women.
- A school that **believes in having fun** throughout the year, including;
 - o Christmas and summer whole school trips
 - o NSfG 'Christmas Day', including the infamous staff panto!
 - o Yearly student Colour Run
 - o College Cup competitions, including talent shows, World Book Day dress up and 'talk like a pirate day'
 - o Regular culture-based celebrations led by our One School Student Ambassadors
 - o Over 180 school trips in the last academic year!



HOW TO APPLY

If you would like to be considered for this position, your application should be returned to Mrs Jo Annable via the website or j.annable@nsfg.org.uk.

We welcome informal visits and talks with the Headteacher, these can be arranged via the above email address or phoning 01474 831 020.

In the meantime, do take a look at our website and social media outlets as shown on the following page for an insight into the exciting life at our school.

“We are like a big family. I enjoy coming to work because of the staff and the students are all so polite.”

- Staff feedback

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