

May 2019

Dear Applicant

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Thank you for your interest in the position of Head of Performing Arts at this school. I hope that this letter will provide you with enough information to make an application. However, if you have any questions, or if you want to visit the school prior to applying, please do not hesitate to contact me.

King Ethelbert is an 11-18 non selective school with 870 students. We are located on the outskirts of Margate, in Birchington-on Sea which, as the name suggests, is a sea side resort – with a fantastic range of relatively cheap Victorian, Edwardian and Regency houses. It is a lovely place to live and to bring up a family, close to France and 70 minutes from London by train. However, it is also a challenging coastal area, with high unemployment and low aspirations. Ethelbert was the king who welcomed St Augustine to England, on his mission to convert the heathen. Perhaps this remains our mission, nearly one thousand five hundred years later.

King Ethelbert is a remarkable school. Although Ofsted rate us as good in our last two inspections (October 2018/June 2014), we have been outstanding twice and RI once. Our Progress 8 and our quality of teaching, together with our ethos and the support that we provide to a range of other schools, make us outstanding now in my opinion. You should not mistake this for being complacent – we are not and never will be. We are determined to carry on improving and providing an outstanding education for every single one of our students, in order to give them a passport to success for the rest of their lives. We are hugely ambitious.

King Ethelbert federated with Dane Court Grammar School eight years ago and the school is now at the centre of a small multi academy trust – Coastal Academies Trust (CAT), including three other secondary schools; Dane Court, Hartsdown Academy and Royal Harbour Academy, as well as the outstanding Cliftonville Primary School. We believe in taking collective responsibility for all of the students across the Trust, in order to make sure that every school is successful. We do this by sharing practice and sharing challenge – and this is a daily reality: senior leaders share data and the Heads meet regularly to develop practice. This will also be a reality for the new Head of Performing Arts – you will lead your own team of teachers in King Ethelbert, but you will also be part of a wider team of Heads of Performing Arts, sharing ideas about what does and does not work in the differing contexts of each school. We are all PiXL schools and we are committed to sharing practice on a much wider scale too. We also support other schools outside the Trust, both formally and informally.

This collaborative relationship improves the quality of education we offer and improves outcomes for students. However, it is also fantastic for ambitious teachers who are serious about developing their career. We encourage all our middle leaders to develop their skills in leadership and management whilst also learning how other schools work and foster a wide set of professional relationships to develop their practice. Part of my job is to prepare you for your next career move – into senior leadership and then into headship – and I am better able to do this because we are part of a Trust that takes talent spotting and staff development very seriously.

King Ethelbert is also a committed and heavily involved strategic partner of East Kent Learning Alliance, including two Teaching Schools. We are also very proud of our International Baccalaureate World School status. We offer the International Baccalaureate Careers –related Programme (IBCP) in the Sixth Form and were one of the first schools in the country to be authorised to deliver this brilliant programme. As a result, we provide staff development and advice for the twenty six other schools in Kent who have, or are going through, the authorisation process for the same programme.

We are also a Royal Shakespeare Partnership School – we even featured on the recent BBC Richard Dimbleby lecture, given by Greg Doran, the Artistic Director of the Royal Shakespeare Company. We believe passionately that we need to provide our students with the best qualifications that they are capable of – but we also believe, with an equal passion, that the purpose of education is not limited to academic results. Our students live in an area of social and economic deprivation, on the margins of society, both economically and geographically. Our job is to provide our students with the skills and confidence to believe that they have as much ownership of English culture as their peers in Buckinghamshire or Oxfordshire. We make sure that our students are immersed in creative and cultural opportunities with a focus and passion on all aspects of the arts.

We hold our teachers accountable for their students’ outcomes – but we support them to the hilt in order to ensure that these outcomes are outstanding. We require all our teachers to share practice and encourage them to support each other through pedagogical experimentation. We want our teachers to love their subjects and to talk to each other about teaching and we will expect you to be a key leader in this culture, championing Performing Arts, its beauty and its importance, in everything you do. In our recent Ofsted we were recognised for our wider curriculum opportunities, including specifically performing arts:

“The school’s partnership with the Royal Shakespeare Company provides pupils with excellent opportunities to develop their confidence and cultural capital.”

Ofsted October 2018

In 2009, when I joined the school as Head, only 14% of students gained five A* - C grades including English and Maths – and these were the best results the school had ever had and the school was outstanding, according to Ofsted. This year 64% of students achieved a standard pass or better in English with 50% achieving a standard pass or better in both

English and Maths. 45% achieved a strong pass or better in English with 23% achieving a strong pass or better in both English and Maths. Our progress score in the last 3 years has remained near to national average and we expect to be confirmed at -0.28 or better for the 2019 results.

The post of Head of Performing Arts at King Ethelbert School is hugely important for the school and you will have direct access to SLT, whenever you want it. However, it is also a fantastic opportunity for an ambitious teacher en route to headship. King Ethelbert is the most over-subscribed school in the area and regarded across Kent as one of the most influential, forward looking schools in the south east. Together with the other schools in our Trust, we are making a significant contribution to transforming Thanet and we are at the cutting edge of the fast developing national educational debate. If you want to be a part of this, please apply. If you want to test what I have written by visiting and by talking to me and to other members of staff, please do so.

I don't have long to make an appointment and I will react quickly to applications from potentially outstanding candidates. The closing date for applications will be **Monday 20th May 2019 at 9.00 am**. I look forward very much to receiving yours.

Yours faithfully

A handwritten signature in black ink that reads "Kate Greig". The signature is written in a cursive style with a large, sweeping flourish at the end.

Kate Greig
Headteacher