

October 2019

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Dear Applicant

Thank you for your interest in the position of Head of History 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 feel free to contact us.

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 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 nine 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. Heads of department also meet and share regularly across the CAT. This will also be a reality for the new Head of History – you will lead your own team of teachers in King Ethelbert, but you will also be part of a wider team of Heads of History, 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 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 History.

In 2009 only 14% of students at King Ethelbert School 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 with last year being -0.25 and this year we expect to be similar.

The post of Head of History 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 25<sup>th</sup> November 2019 at 12.00 noon**. I look forward very much to receiving yours.

Yours faithfully



**Vicky Willis**  
**Head of School**