



Wilmington Grammar School for Boys

Common Lane, Wilmington,
Kent. DA2 2DA

Headteacher

**Salary: L27 – L31 pending review (incl.
Fringe allowance)**



Welcome from the CEO

I am delighted you are interested in the role of Headteacher at Wilmington Grammar School for Boys (WGSB). This is a wonderful opportunity for a talented individual to join us and has arisen due to an internal promotion.

Our school community is diverse and vibrant, drawing boys from across Kent and South East London. Our curriculum is designed to be broad and aspirational, where all students are encouraged to further their interest in their chosen field of study by considering where it could lead them. Our links with industry and with HE ensure that the advice students' receive is practical and highly relevant, to support informed decision-making about what their next steps in life may be.



We are seeking to appoint an inspirational Headteacher to continue to make this wonderful school even better. This is an exciting time to be joining WGSB: our exam results have improved steadily over the last five years and the experiences we offer our students are broad and exciting. We are not, however, complacent. Our students deserve the very best from their education and our responsibility is to provide it.

You will be joining a school with a committed and highly supportive staff team who share our vision and you will lead much of the work that is required to ensure that every aspect of our provision is exemplary.

Our ideal candidate will have a track record of delivering improvement at whole school level, as well as a secure understanding of how to successfully manage and achieve change. You will need to understand how data, teaching and learning, and curriculum design interrelate and be able to use this information to identify clear actions that will have a positive impact.

An ability to lead and motivate staff and students is essential alongside the ability to develop their confidence and trust in you.

If you decide that you would like to find out more about the school, please get in touch. For an informal conversation with me or with the existing Headteacher, please contact Jenny Owen, on 01322 223090 ext 102, and she will arrange a time. Unfortunately, due to Covid we are currently unable to arrange visits to the school prior to interview, so please do not hesitate to get in touch if you have any questions at all.

We look forward to hearing from you.

A handwritten signature in black ink that reads "Donna Lodge". The signature is written in a cursive, flowing style.

Donna Lodge
CEO – Endeavour MAT

About Endeavour MAT

Our Trust was established in April 2017 to help local schools in Dartford collaborate effectively and to share resources, administration and specialist managerial skills and, of course, best teaching practice. We are a small Trust of both selective and non-selective secondary schools, single sex and co-ed. These are WGSB, Wilmington Grammar School for Girls and Stone Lodge School. This is important in supporting our ability as a Trust to develop teachers and their careers as staff can move between schools of different types to enhance teaching experience.

Endeavour MAT helps students find their own pathway to success and we focus strongly on teaching and learning in all our schools. Each school also has its unique identity and core values, although there is a great deal that unites the schools in terms of ethos and expectations.

Exam results, apprenticeships and university places are important, but we also understand the need to develop wider life skills, the communication skills and confidence that will contribute to both job prospects and happiness. Integral to this is the 'Endeavour Mindset'; the idea that how we do things is as important as our overall strategic goals.

In all Endeavour schools a strong emphasis is placed on encouraging students to be reflective and to embrace challenges, to learn from mistakes and develop the resilience to seek continual improvement. This growth approach can lead to a happy and fulfilling school life and a willingness to embrace change within and beyond school. It nurtures learners who value critique, support each other and feel empowered to drive their own learning. What better way is there to help prepare our students to prosper in an ever-changing world?

We focus our schools on **Science, Technology, Engineering and Mathematics (STEM)** subjects combined with the acquisition of **entrepreneurial skills** as the best route to equip students for their lives and careers in the world of rapid, technology-driven, change. We intend to make sure our students are able to use their subject knowledge in creative and practical ways, so we build strong links with local businesses to support students as they consider their career choices.

Local businesses are involved in helping teachers design projects and provide support within the classroom. They bring new ideas to our Trust and schools and also provide work placements and apprenticeship opportunities. To find out more about us and our schools look at <https://www.endeavour-mat.co.uk>.

School Vision and Values

WGSB promotes the fundamental British values of democracy, the rule of law, and mutual respect and tolerance of those of different faiths and beliefs.

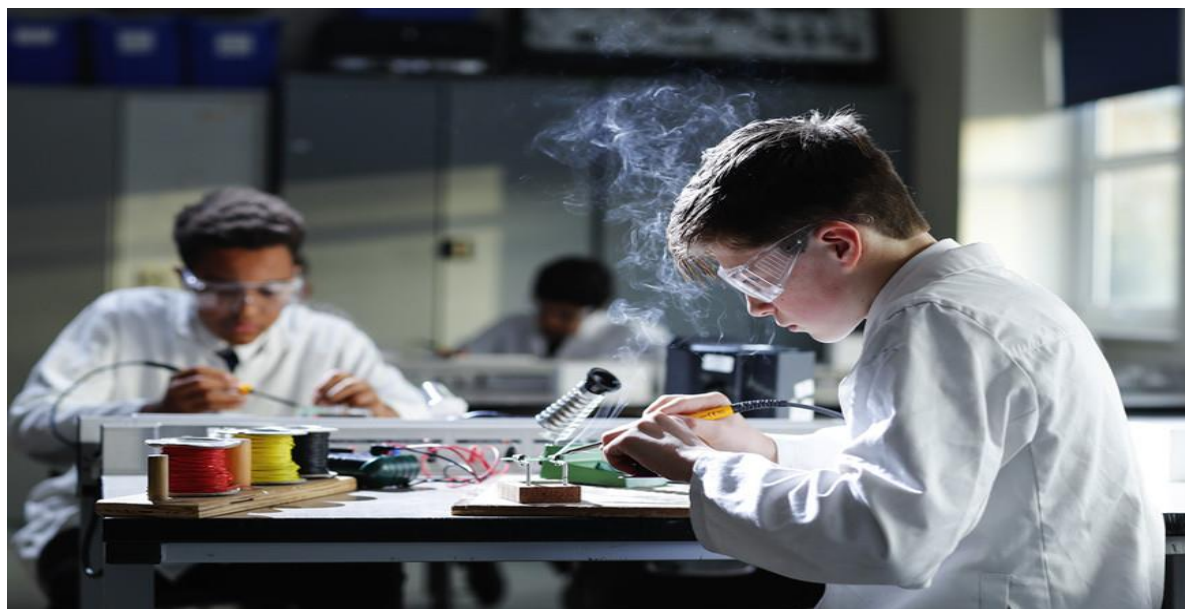
Personal Excellence is an aspiration for all students in order to fulfil their potential. This is achieved in WGSB by providing a personalised and appropriate curriculum with high quality teaching and learning opportunities and the setting, monitoring and support of challenging but realistic personal targets. WGSB encourages whole child enrichment and will provide varied opportunities and dedicated support for students to develop their skills and talents.

Respect & Friendship is the foundation of the cheerful and secure culture that exists at WGSB. Students, staff and all who represent the school community will be expected to value and care for themselves and each other. Students will learn about and experience a variety of historical and contemporary spiritual, cultural and religious beliefs. The school community will actively support those who are less fortunate than ourselves. We are proud of the harmony which exists amongst our multi-cultural intake.

Innovation & Creativity are two of the key core attributes that determine an outstanding performance in our modern society. WGSB will continually strive to develop and improve the highest quality of learning that it can provide for its students by introducing appropriate, outstanding, educational practice from national and international sources. Students in turn will be provided with many opportunities to develop and demonstrate their own innovation and enquiry skills, leadership, self-reflection and creativity throughout their school career.

Determination is a characteristic that will develop self-belief and the resolve to succeed. The determination of WGSB to provide an outstanding educational experience to its students can only be matched by the fortitude of those same students to utilise the opportunity.

Equality for all WGSB will ensure provision is made for the same high-quality education irrespective of ability, age, gender, race, religion or sexual orientation. Students will be expected to demonstrate the same ethics themselves.



The Post

Wilmington Grammar School for Boys is seeking an inspirational and motivational leader to become our new Headteacher for this excellent 11-18, selective Boys' School from September 2021. This is an ideal opportunity for an ambitious candidate looking to further their career as a leader and provides an exciting opportunity for you to join a school that offers a broad and balanced curriculum. The school is consistently oversubscribed and has grown to six forms of entry. Our sixth form, WG6, is shared with Wilmington Grammar School for Girls and has a PAN of 600 students. Students enter the school in Year 7 after successfully passing the Kent selection test. A small number of in-year applications also take place and in our sixth form there is a further opportunity for external students to enter WG6.

As the figurehead for the school, your focus will always be on providing the best possible education for our students. You will have a deep understanding of pedagogy and curriculum and will be able to inspire confidence in governors, staff, students and other members of the community. Our motto, 'Forward Thinking, Traditional Values' is important and underlines our constant ambition to improve in spite of our success. You will work closely with the Headteachers of our other schools, and this support will help you in the role.

The role of Headteacher is challenging, varied and hugely rewarding and you will be well supported. Your leadership will impact directly on the young people who attend the school both immediately and for the rest of their lives. If this possibility appeals to you, please apply.

The School

Graded as 'Good' by Ofsted in November 2017, WGSB is a thriving community. In addition to our constant focus on improving educational outcomes for our students we have a thriving House System and a broad programme of extra-curricular opportunities for our students. Our curriculum is diverse. In Key Stage 3 (Years 7-9) students are taught in their form groups for the majority of subjects, with options being taken for years 10 and 11.

We expect exceptional behaviour so that teachers can teach and students can learn without interruption. We invest heavily in the professional development of staff and appraisal targets are linked to research projects, looking at how we can continuously improve. The challenges of the pandemic have meant that we have rapidly learned new skills and working closely together our intention is that when we emerge our practice will be richer for it.

Key Links

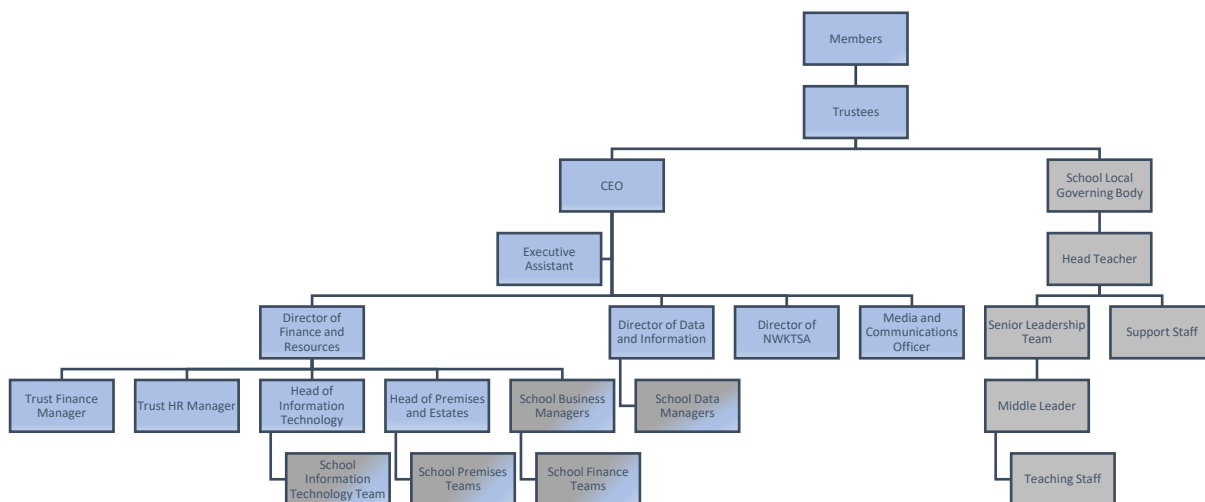
Website: www.wgsb.org.uk

[Ofsted report](#)

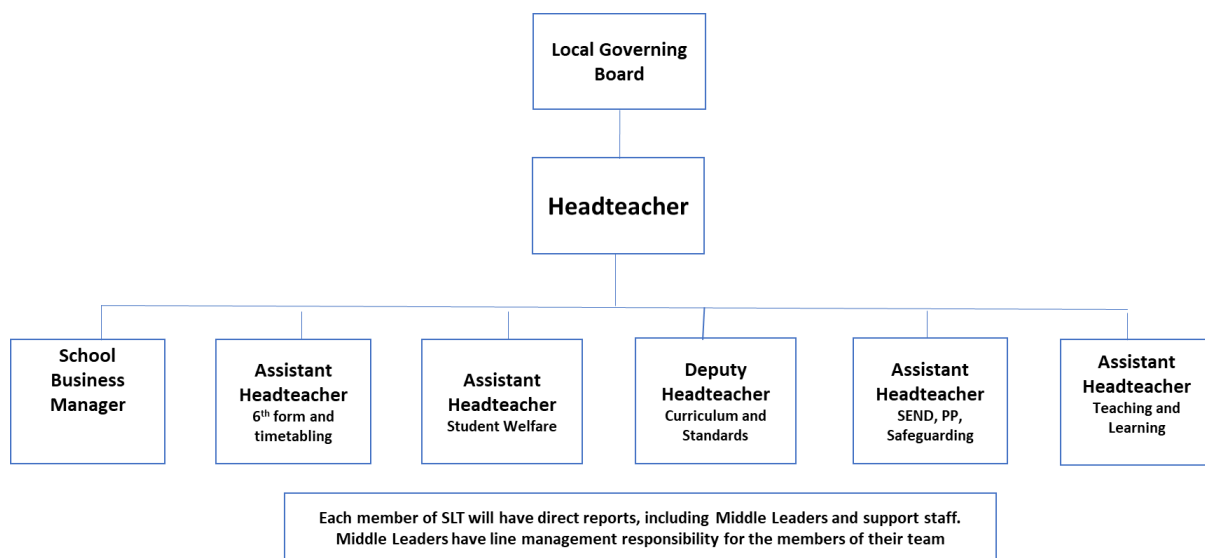
[DfE Performance tables](#)

Leadership Structure

Endeavour MAT Organisation Structure Chart



WGSB - Structure Chart



Strategic Priorities

The Trust has 6 Strategic Objectives which drive the school development plan. These are:

1. A safe, nurturing, inspirational and competitive environment where students feel valued amidst a climate of respect
2. A destination driven focus supported by industry and HE where resilience, entrepreneurship, innovation and versatility sit alongside academic attainment
3. Exemplary student outcomes with progress in terms of value added always within the top 20% nationally
4. Financially strong with a learning environment and infrastructure designed to generate the greatest impact
5. Robust Governance structure offering the necessary support and challenge to maintain exceptional performance across the MAT
6. Exceptional training and tailored CPD to reduce recruitment and retention issues and generate an expert workforce with clear succession planning

Curriculum

We define our curriculum as 'the articulation of the knowledge, skills and values we intend our students to learn'

Intent

Our curriculum has been designed to be ambitious, rich, diverse and sensitive to our context. It is carefully sequenced to ensure that key aspects are revisited and built up over time. Departments produce curriculum plans which detail what is to be delivered and when. These are regularly reviewed so that any adjustments can be made. The intent includes lesson planning, so that teachers are aware of what they intend for the students to learn and are able to plan lessons accordingly to ensure that this happens, using information from previous lessons to inform this planning.

Implementation

This is the delivery of the curriculum. The time we spend working with teachers to improve their own practice ensures that time is not wasted. The quality of our teaching is the single most important factor in ensuring that our curriculum is successfully taught.

Impact

This is the extent to which the curriculum has been successfully learned by our students. It is evidenced through key summative assessment tasks as well as through formative assessment, including regular low stakes testing and retrieval practice that informs planning.

Subjects

Life Programme

All students follow the 'Life' programme which encompasses PSHE, RSE and Careers Education. This is delivered in form time, through drop-down mornings and, where relevant through subject areas.

Key Stage 3

English, Mathematics, Science, History, Geography, RE, Art, Music, Design and Technology, Computer Science, Business Studies, PE and French. In Year 8 Spanish is also studied.

Key Stage 4

All students study English Language, English Literature, Mathematics, Combined Science (or triple if taken as an extra option) and Religious Studies, as well as Core PE.

All students will study a GCSE in either History or Geography and will then choose 3 further options (or 2 if taking triple science) from:

Art	Electromechanical Systems	History
Business Studies	Food Preparation and Nutrition	Music
Computer Science	French	Physical Education
Designing the Built Environment	Geography	Spanish

Key Stage 5

Our A level programme is extensive – please see our curriculum booklet [here](#):

In order to support our students, we offer a broad enrichment programme which includes electives, a Scholars programme, careers and next steps advice and a wide range of visits and sporting opportunities.



Careers with Endeavour MAT - what we can offer you:

In the competitive world of educational recruitment, we appreciate how important it is for individuals to consider whether there is a natural fit between their personal values and those of the organisation they are anticipating joining, whatever stage of their career they join us.

A significant reward of working within one of our Trust schools is that you will have the opportunity to work with some of the most talented, engaged and motivated students and staff in the country. Our common values of **respect, integrity, determination, equality of opportunity** and **self-management** instil in our students a strong work ethic and our supportive culture provides what many of our existing staff describe as a 'family feel' within our MAT.

You will be joining an Academy Trust already established in developing practitioners, and nurturing excellent future leaders, with unrivalled opportunities for progression; whatever your aspirations are as a senior leader.

As well as offering you a competitive salary with pay progression opportunities, and access to a generous pension scheme, there are also many other additional benefits of working within one of our Trust schools, including:

- Being part of a supportive and collegiate staffing team
- Access to a strategic programme of personalised CPD to help you plan your future career
- As a Trust with both selective and non-selective schools, staff secondment opportunities are supported for those seeking to further develop their knowledge and skills
- Access to sponsorship for a range of career enhancing qualifications including National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL), as well as Masters degrees and much more.
- Staff social events and enrichment opportunities e.g. Art classes, Book Club and Sporting activities
- Opportunities to participate in a varied programme of school trips, including visits to Thailand, Spain, as well as Winter Sports in the USA etc.
- A policy of promoting from within (where possible).
- Access to coaching and mentoring and an assortment of intra school and Trust to Trust collaborative opportunities via our Teaching School Alliance NWKTSA

To Apply

The closing date for applications is midnight on **Thursday 25th March 2021**. Interviews will be held on **29th and 30th March 2021**.

To apply please visit the Careers & Vacancies page on the school's website www.wgsb.co.uk to our online application form. Please include a supporting statement which should include how you meet the criteria in the person specification and how your skills and experience to date make you an ideal candidate for this post.

Visits in person will be warmly welcomed, please call **Mrs Jenny Owen** to arrange a visit or if you have any questions regarding this job vacancy on **01322 223090 extn 102**.