



**WILMSLOW**  
HIGH SCHOOL



# HEADTEACHER

## CANDIDATE PACK





**WILMSLOW**  
HIGH SCHOOL

## **WELCOME FROM THE CHAIR OF THE BOARD OF GOVERNORS**

Dear Applicant,

Thank you for your interest in the headship at Wilmslow High School, within the top 20 largest state schools in the UK, where I am proud to chair the governing body. This is a really exciting prospect for the right candidate to make an impact on a vibrant school and within a wonderful local community. It represents an exceptional opportunity to take a high performing school forward in terms of strategy for our staff, students and local community. As a large, complex school, we represent a rewarding challenge with plenty of scope to build on our long history of excellence.

We are undergoing a major extension which is on target for completion for the summer of 2024 and supports a pan 360 entry. The successful candidate will start the post at the start of the new school year in September 2024.

Full information on the candidate we are looking for together with the demographics of the school and the local Wilmslow community are shared within this pack.

We would be delighted to show any potential applicants around the school - if you would like to take up this offer please contact Neil Massie, our recruitment partner at Academicis.

If this sounds like the right challenge for you, we would be delighted to receive your application.

With kind regards

Jim Caulkett

**Chair of the Wilmslow High School Governing body**



# WILMSLOW HIGH SCHOOL

## ABOUT WILMSLOW

Wilmslow is a vibrant and popular commuter town in Cheshire with a population of approximately 30,000. It is around 11 miles south of Manchester and about 6 miles west of Macclesfield.

Wilmslow is well-connected by road and rail, close to major motorway networks and has a railway station providing direct links to London, Manchester and other neighbouring towns. Wilmslow also benefits from its proximity to Manchester Airport, a major international airport.

There are many excellent primary schools within the catchment area of Wilmslow High School, which is the only secondary school in the town. The town centre features a variety of shops, an iconic cinema, cafes, restaurants and bars. Wilmslow is surrounded by beautiful green spaces and parks, providing opportunities for recreational activities and leisurely walks. The nearby countryside within a mile of the town centre is some of the most diverse in Cheshire.



With its geographic location, enviable connectivity links, countryside access, services and housing stock, Wilmslow is one of the most popular places to live in Cheshire and the North-West of England.



# WILMSLOW HIGH SCHOOL

## ABOUT WILMSLOW HIGH SCHOOL

Wilmslow High School was established in 1960 as a grammar school and became a comprehensive in 1991. It is the only secondary comprehensive school in the town, drawing from a catchment of Wilmslow, Handforth, Styal, Alderley Edge and surrounding villages, and we are heavily oversubscribed. We are proud of our reputation as a community school serving and uniting our community.

We are a large school, with approximately 2200 students, including a sixth form of around 450 students, and over 130 teaching staff. The school is currently undergoing a £12 million expansion building project, which is due to be completed in the summer term. Despite our size we are keen to ensure a 'small school' feel where all of our students are known and valued by us.

We are committed to a broad and balanced 'whole' curriculum delivered by knowledgeable subject specialists which offers all our students a rich diet of academic, creative, practical and sporting opportunities. We are proud of our wide range of both curricular and extra-curricular provision (over 30 subjects at GCSE and A Level/BTEC and over 50 extra-curricular activities) and the variety of opportunities that we are able to offer our students to grow and excel at school, regional and national level. The school is well known for its sporting achievements.

Our intake is extremely wide both socially and academically. The social composition of our catchment ranges from students with the lowest IDACI score possible to students from areas within the top 20% of deprivation in the country. Approximately 15% of our students are disadvantaged and narrowing the aspiration and attainment gap for these students remains a priority for us. Academically, our students are drawn from the full range of ability. As part of our commitment to inclusion, we host two LA-funded resource provisions for Hearing Impairment and Autistic Spectrum Condition and we have a Skills Development Enhanced Mainstream Provision. Our proportion of students with an EHCP is therefore above the national average.







# WILMSLOW HIGH SCHOOL

We support our students' progress and wellbeing through our House structure: Bollin, Norcliffe, Thorngrove, Harefield and our new Progress House, and we believe that the House system is at the heart of our school. We emphasise the PRIDE character values of Professionalism, Respect, Integrity, Determination and Empathy as the everyday behaviours and attitudes that are central to what we call 'The Wilmslow Way'.

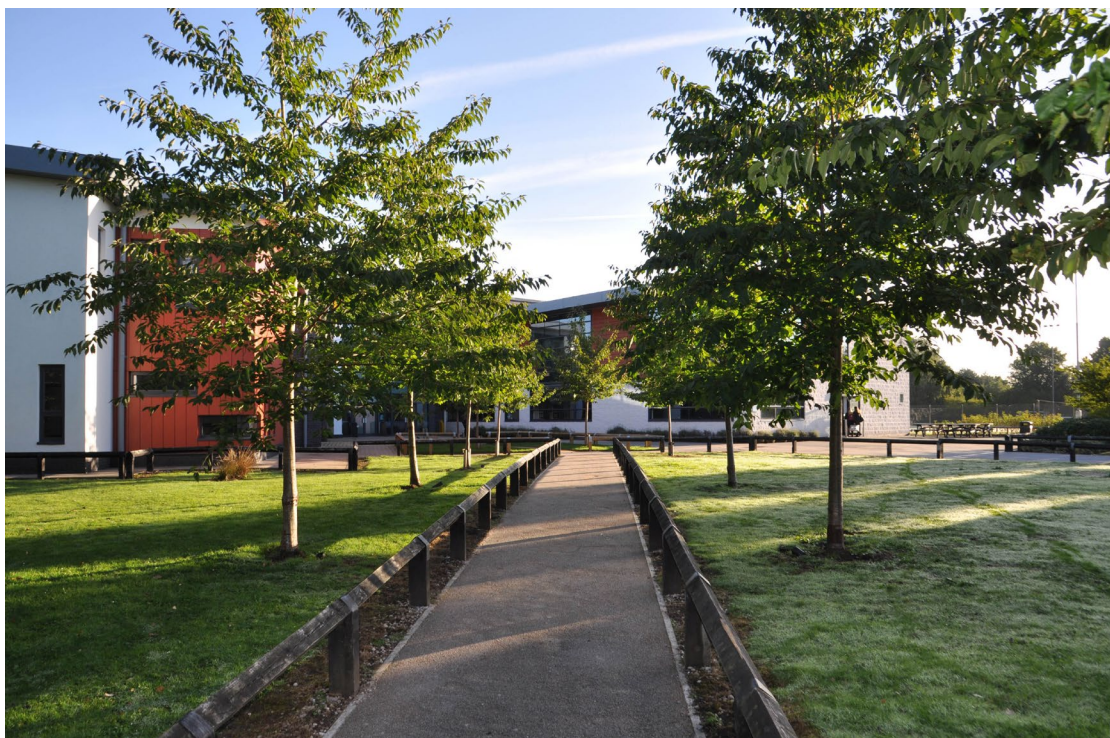
We also want our students to thrive and flourish in our school, which is why we listen regularly to their 'voice' and why we emphasise 'BE@Wilmslow' with a focus on our students being proud, being strong and being themselves.

## PERFORMANCE

Wilmslow was last inspected in 2019 and gained a 'good' grading across all areas. Performance data for the school can be found at the link below:

***[www.wilmslowhigh.com/about-us/school-performance-2/](http://www.wilmslowhigh.com/about-us/school-performance-2/)***

Applicants may also be interested in reviewing the information published on the ***Schools Financial Benchmarking*** website.





# WILMSLOW HIGH SCHOOL

## VISION AND VALUES

At Wilmslow we want our young people to 'BE@Wilmslow'. By this, we don't just mean that they should 'be at Wilmslow'. We want them to feel that they can thrive and flourish at our school as we believe that this is the best way for young people to fulfil their potential. Therefore, we want them to truly 'BE'.

Our three messages are:

- **BE PROUD** - this links to the importance that we place on the character virtues of Professionalism, Respect, Integrity, Determination and Empathy
- **BE STRONG** - we can't promise our students that life, learning and work will always be easy but we do want to support them to be strong
- **BE YOURSELF** - we want all our students to be the best version of themselves, not a second-rate version of anyone else

At Wilmslow High School we want every one of our students to take advantage of the experiences, opportunities and choices that a great education brings. To support them in doing so, it is important that each one of our students is able to experience meaningful learning success in the classroom (and beyond), and we take this seriously.

### A POWERFUL CURRICULUM

Because we believe that a great education empowers young people, we talk at Wilmslow about a powerful curriculum.

We believe our whole curriculum is powerful because:

- It provides our students with a breadth and depth of powerful knowledge that enables them to understand the world around them and their unique voice within this
- It empowers our students to develop their strength of character so that they can flourish in life, learning and work
- It challenges our students to endeavour to make a positive difference to the world we live in

### A WHOLE CURRICULUM

Because we believe that a great education develops the whole person, we talk at Wilmslow about a whole curriculum.

We believe our curriculum is whole because:

- It provides our students with a broad Formal Curriculum
- It develops our students through the learning and enriching experiences of our Wider Curriculum
- It challenges our students to be Young People of Character living each day with Professionalism, Respect, Integrity, Determination and Empathy



# WILMSLOW HIGH SCHOOL



## JOB DESCRIPTION

**POST:** Headteacher | **SALARY SCALE:** Leadership Group Pay Spine L37 – L43

**TO WHOM RESPONSIBLE:** Chair of the Governing Body

## MAIN PURPOSE

The Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Encourage collaborative and transformative approaches to teaching and learning, empowering both students and staff
- Foster a culture of continuous improvement, embracing diversity and inclusivity in all aspects of school life
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

## QUALITIES

The Headteacher will:

- Cultivate a culture of excellence and accountability, promoting high standards of performance and behaviour across all areas of school operations
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Implement sustainable and forward-thinking operational strategies to optimize the school's resources and infrastructure
- Build positive and respectful relationships across the school community
- Foster strong partnerships with parents and local communities to create a supportive and inclusive educational environment
- Serve in the best interests of the school's students





# WILMSLOW HIGH SCHOOL



## DUTIES AND RESPONSIBILITIES

### SCHOOL CULTURE AND BEHAVIOUR

The Headteacher will:

- Create a culture where students experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

### TEACHING, CURRICULUM AND ASSESSMENT

The Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum

### ADDITIONAL AND SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)

The Headteacher will:

- Promote a culture and practices that enable all students to access the curriculum
- Have ambitious expectations for all students with SEND
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).





# WILMSLOW HIGH SCHOOL



## MANAGING THE SCHOOL

The Headteacher will:

- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

## PROFESSIONAL DEVELOPMENT

The Headteacher will:

- Foster a culture of continuous learning and professional growth among the staff, underpinned by a commitment to nurturing individual strengths and talents
- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

## GOVERNANCE, ACCOUNTABILITY AND WORKING IN PARTNERSHIP

The Headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Champion transparent and collaborative governance practices that promote accountability, inclusivity and the continuous improvement of educational outcomes
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations

# PERSON SPECIFICATION

This job description lists the competencies expected of an experienced/fully trained post-holder. The two right hand columns provide guidance for the appointment of new staff. (E = Essential criteria, D = Desirable criteria)

QUALIFICATIONS AND ATTAINMENTS		E	D
Qualified Teacher Status		E	
Experience of Secondary School leadership		E	
Has undertaken recent and relevant further professional development		E	
Higher qualification in education and/or NPQH			D
SKILLS AND KNOWLEDGE			
Ability to formulate a clear strategic vision for a Secondary School improvement and translate this into strategic objectives, longer term plans and specific outcomes		E	
Knowledge of systems for academies self-evaluation, effective monitoring and inspection		E	
Sound knowledge and understanding of wider educational agenda including national policies and educational issues as well as statutory and legal the framework governing the operation of a Secondary School		E	
Demonstrates an understanding of the statutory, financial and budgetary processes required in the management of a Secondary School, including Best Value measures		E	
Able to monitor performance to ensure high standards and the development of professional practice among Secondary School staff		E	
Promotes a strong culture of collaborative working where every member of staff is valued as an essential member of the team and can fulfil their potential		E	
Knowledge of statutory requirements for SEND provision		E	
Knowledge of current legal requirements, including health and safety, national policies and guidance on the safeguarding and promotion of the wellbeing of children		E	
Understand the role of a Secondary School in the community and actively seek to develop a greater collaboration with members of the community		E	
Effectively communicate both in writing and orally to a range of audiences including parents, governors and outside agencies		E	
EXPERIENCE			
Substantial experience with a record of excellent teaching		E	
Significant experience of Secondary School Leadership		E	
Proven track record of raising educational standards		E	
Leadership experience at more than one Secondary School			D
Evidence of setting ambitious goals and targets; using data and benchmarks to monitor and judge progress		E	
Successful experience of positive behaviour management and development of a student focused inclusive and effective learning environment		E	
Experience of successfully leading change and inspiring others		E	
Track record of working in collaboration with other Secondary Schools to realise improvement and raise standards		E	
Experience of developing and maintaining effective relationships with the local and the wider community, including parents to enhance learning and educational achievements		E	
PERSONAL ATTRIBUTES			
Approachable, enthusiastic and creative		E	
Lead by example, demonstrating integrity, resilience and clarity		E	
Passionate about education		E	
Ability to work under pressure, think creatively and to anticipate and solve problems		E	
Commitment to the encouragement, empowerment and training of all staff		E	
Deal sensitively with people and resolve conflicts		E	
Demonstrate flexibility and an ability to adapt to changing circumstances and new ideas		E	
ADDITIONAL REQUIREMENTS			
This role is subject to an enhanced DBS		E	
May be required to travel to other locations or third party services as part of the role		E	
Hold a driving licence and have access to own vehicle			D





## HOW TO APPLY

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Neil Massie at Academicis, our recruitment partner, on **[nmassie@academicis.co.uk](mailto:nmassie@academicis.co.uk)** or by phone on **07818 875514/01223 907979**

### CLOSING DATE:

Monday 22nd January 2024 at noon

### SHORTLISTING:

Wednesday 24th January 2024

### INTERVIEWS:

To take place early February 2024



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Holly Road, Wilmslow SK9 1LZ