



Westbourne  
Independent Co-educational School 4-16

# HEADTEACHER CANDIDATE PACK





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# Welcome Letter

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Dear Candidate

We are delighted that you are interested in applying to be the Head of Westbourne School, a school that we believe offers a unique independent education to girls and boys from Reception to 16, in the heart of the City of Sheffield.

Westbourne School is a friendly, welcoming, and supportive community that values excellence, inclusion, respect, and resilience. We have a pupil-focused environment, where every pupil is encouraged to reach their full, individual potential. We are proud that our pupils are cared for and receive a contemporary education that prepares them to be good citizens who contribute positively to society.

Our current Head has improved many areas of the School whilst identifying strategically important differentiating factors. We would expect our new Head to continue the school journey and when their plans are implemented this will single out a Westbourne education as the leading independent co-educational school in South Yorkshire.

We are seeking a Head who can lead the School into a new phase of development, consolidating successes whilst delivering further changes and driving further improvement in educational standards and growth in numbers.

We are looking for someone who is already an inspirational, talented, enthusiastic, and successful educational leader with the vision, skill, drive and ambition to ensure continued success and deliver change in the years ahead. Your natural gravitas will be balanced with an ambition for excellence, and the ability to collaborate with stakeholders.

As a Head of Westbourne School, you will lead our professional and experienced staff team, who are committed to teaching in the Westbourne way, deploying their empathy and enthusiasm for their subjects to inspire pupils.

To be a success at Westbourne School, you will need to demonstrate a number of key qualities, such as:

- Visionary leadership: You will be able to shape the future of our school and create a shared vision that aligns with our existing development plans and values. You will also be able to communicate this vision effectively and inspire others to follow it.
- Community builder: You will be able to foster a culture of collaboration and trust among staff, pupils, parents, and external stakeholders. You will also be able to promote a sense of belonging and identity within our school community.
- Emotional intelligence: You will be able to understand and manage your own emotions and those of others. You will also be able to show empathy, compassion, and acknowledge the importance of equality, diversity and inclusion.
- Judgment: You will be able to make sound and ethical decisions that are in the best interests of our school and our pupils. You will also be able to use data and evidence to inform your actions and evaluate your impact.
- Passion: You will be enthusiastic about education and learning and show great commitment to our pupils and our school. You will also be able to motivate and empower others to achieve their best.

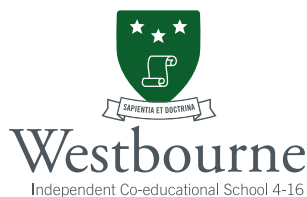
This is a school with enormous potential and it is the governing body's intention to realise it and secure it for future generations. At the same time we are conscious that we are only custodians and thus must preserve the aims and values of our school, which have done so much for so many, ensuring that Westbourne provides everything that is needed to help our children thrive.

We look forward to hearing from you soon and to welcoming you to our school.

With best wishes,

Dorrien Peters

**Chair of Governors - Westbourne School**



## Background

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Westbourne School is the only non-selective, co-educational independent school in Sheffield, offering a first-class education to c350 pupils from Reception up to 16.

Located in a leafy and historic suburb to the west of Sheffield, and on the edge of the Peak District, Westbourne stands out for its nurturing approach and the way the school embraces the individuality of its pupils. Pupils are not selected on academic ability but on their particular strengths and talents, yet the School enjoys a tradition of educational excellence.

The School's small campus supports its family feel and is made up of a range of traditional and modern learning facilities. In the Autumn term of 2022, work was completed on a major £3 million redevelopment project which resulted in a fabulous new hall, a sport and performing arts facility and three state-of-the-art classrooms for Westbourne pupils.

The School community is referred to as the Westbourne Family. Through unrivalled small class sizes, an individualised learning approach, and a significantly high teacher: pupil ratio, teachers really know their pupils.

Every child is free to express their natural creativity and curiosity and our pupils are given opportunity to excel and to be the best that they can be. A broad curriculum, a rich and varied programme of enrichment activities, a zero tolerance to bullying, a programme of innovative outdoor learning, close pastoral support including Special Educational Needs and Disabilities (SEND) and the opportunity to always speak to an adult – these are just some of the reasons that explain why Westbourne is special.

Inclusivity and diversity are embedded in all areas of school life—academically, on the playing field and in all areas of curricular and extra-curricular activity. These values are prominently highlighted in our classrooms and assemblies, and we consistently integrate them into our Personal, Social, Health, and Economic Education (PSHE) curriculum. Reading materials undergo regular reviews to ensure they offer a balanced and proportionate representation, encompassing a broad spectrum of faiths and cultures.



We prioritise pupil voice as a cornerstone of our commitment to fostering an inclusive and engaging educational environment. This entails a whole-school dedication to actively listening to the views, wishes, and experiences of our diverse pupil body.

Our sports education promotes excellence alongside our commitment to inclusivity and diversity, reflecting our core values of inclusion, respect, excellence, and resilience. Our primary aim is to provide a comprehensive and balanced curriculum that allows every pupil to actively participate and enjoy sports while embodying these values. Recognising the diverse learning needs of each individual, we implement three fundamental principles for developing a more inclusive sports curriculum: setting suitable learning challenges, responding to pupils' diverse learning needs, and overcoming potential barriers to learning and assessment for individuals and groups.

Pupils at Westbourne are happy and highly motivated, as shown in our regular pupil surveys which paint a powerful picture of pupil satisfaction with a strong endorsement of teachers and the learning environment.

The Scholarship Class in Senior School produces some of Sheffield's best examination results year-on-year. A high percentage of our pupils go on to win scholarships to the top-performing sixth forms in the region before then heading to the country's leading universities. The school stretches its High Achieving Pupils (HAPS) by having sets in all core subjects and a programme of additional lessons, activities and trips to advance their learning.

For pupils with Special Educational Needs and Disabilities (SEND), our curriculum planning and assessment consider the type and extent of support required. This ensures an inclusive and engaging experience, promoting learning and progress.

Westbourne's classrooms provide a special atmosphere that allows pupils to interact with each other and their teachers in a relaxed yet serious, good humoured and focused manner that has a warmth and vitality based on mutual respect

Yet Westbourne's continued success is not just down to any one person, its staff are dedicated, investing heavily in the School's educational ethos and values to create the unique atmosphere for which Westbourne is highly regarded.





## Why Westbourne School?

Westbourne is a unique place, a wonderfully diverse environment and very special school. Both pupils and staff feel privileged to be a part of the Westbourne 'family,' it is a setting that you really have to see, to feel, to understand to fully appreciate how distinctive it is. It provides for a truly heartwarming experience and a tangible feeling of purpose permeates throughout, without any hint of self-satisfaction. It is a school where children feel safe, valued and understood, where respect amongst the cohort is strong with a real sense of looking out for one another.

At Westbourne School, academic excellence is at the core of our mission. We offer a first-class education, supported by unrivalled small class sizes, ensuring that each pupil's potential is developed to the fullest. Our enthusiastic and highly qualified teachers provide personalised attention, fostering a love of learning and enabling pupils to achieve their best.

We believe in the power of enrichment, encouraging our pupils to widen their experience and discover their passions. Through a comprehensive curriculum and a wide range of extracurricular activities, pupils have the opportunity to explore and excel in areas such as sports, music, performing arts and drama.

In the last five years, we have invested in and expanded all sites across the Junior and Senior School, ensuring our facilities do not limit our pupils' academic and personal development.

Inclusivity is a fundamental value at Westbourne School. We offer scholarships and bursaries to pupils from diverse backgrounds, recognising and embracing the importance of providing

opportunities to all. We provide academic, sports, music, performing arts and drama scholarships and all our scholarship pupils provide inspiration demonstrating that talent knows no boundaries at Westbourne.

Being part of the Westbourne family means being cared for and supported. We prioritise the well-being of our pupils, creating a nurturing environment where they feel valued and understood. Happy pupils make for better learners, and our families travel across Sheffield and the Peak District to be part of something special at Westbourne.

We provide a real-world experience by leveraging our strong connections to the city of Sheffield. We use top sporting venues, such as the English Institute of Sport (EIS), Ice Sheffield, the University of Sheffield, Sheffield Hallam University, and Ponds Forge. Our music performances take place at iconic city centre venues. We invite experts from various fields, including doctors, scientists, business owners and university speakers, to enrich our pupils' learning experiences.

At Westbourne School, we recognise the power of nature for well-being. Our Forest School has been awarded the Wildlife Trust's Wild School Award, providing our pupils with a unique outdoor learning experience.

Westbourne is a school with a truly dedicated ambition to enable our pupils to become excellent young adults who are fully equipped and confident members of society, as they take their steps into further education and the wider world.





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# Why work in Sheffield?

Sheffield is a city that has a rich history, culture and access to nature. It is known for its industrial heritage, its vibrant arts and music scene, and its stunning natural landscape

Once the steel-making capital of the world, famous for its cutlery trade, Sheffield now holds the accolade of being the UK's greenest city. Estimated to have over 4.5 million trees – more per person than any other city in Europe – and boasting 250 parks, woodlands and gardens, Sheffield is a hub for all who value the benefits of a city but enjoy fresh air and the great outdoors.

Sheffield is a city that is affordable, friendly, and diverse. It has a lower cost of living than many other UK cities, especially London, where house prices are 205% more expensive. It also has a welcoming and supportive community that values excellence, inclusion, respect, and resilience. It is the country's first City of Sanctuary, a title that reflects its outlook of being friendly to everyone it meets.

Sheffield is a city that offers great opportunities for education, work, and entertainment. It has two world-class universities, The University of Sheffield and Sheffield Hallam University, which attract students from all over the world. It also has a thriving economy, with sectors such as advanced manufacturing, digital technology, and creative industries. There is also a lively nightlife and entertainment scene, with two theatres, independent cinemas, music venues, bars, pubs and restaurants that cater to all tastes and budgets.

Westbourne is located in the west of the city, close to the city's two universities, one and a half miles from the city centre and four miles from the beautiful Peak District National Park. Indoor and outdoor leisure facilities of all kinds – from theatres and restaurants to rock climbing and hill walking – could hardly be closer at hand, making the quality of life exceptionally good.







*Westbourne has supported my two sons to mature from boys to young men through Junior School and Senior School. By far its greatest strength is Westbourne's ability to promote core values to create an environment where pupils have a respect for others. This permeates throughout the school. Hard to quantify...it's just a feeling you get whenever you are there."*

**Current parent**

## Mission

Westbourne's mission is to offer a pupil-focused environment of educational excellence, ensuring that every pupil reaches their full, individual potential.

## Values

At Westbourne School, our core values of Excellence, Inclusion, Respect and Resilience guide our entire school community. These values are the foundation of our approach to education and shape the way we interact with one another. We strive for excellence in all areas of school life, promote inclusivity, celebrate diversity, foster mutual respect and friendship, and encourage resilience in the face of challenges. These values underpin our commitment to creating a positive and supportive learning environment for all our pupils.

Our values are reinforced through a demonstrable commitment to:

- Maintaining a happy, safe and secure atmosphere for learning in a disciplined, structured environment
- Being friendly, approachable and welcoming
- Teaching with enthusiasm to stimulate and inspire pupils so that their performance, attitude and achievement is enhanced
- Providing an excellent foundation in academic skills, sport, music and personal development
- Encouraging children to do their best in all areas of school life at all times
- Working in partnership with parents and in providing a supportive family environment to ensure that our pupils receive the tuition and encouragement they need
- Encouraging children in personal responsibility, care for others and their surroundings

The School's aims:

- Provide an education of quality
- Aspire to excellence in all that we do
- Ensure a balanced and varied curriculum
- Guide and prepare children for life
- Promote mutual respect and friendship

In addition to our values, the essence of belonging is woven into the very fabric of our community, and our new strapline, "Where You Belong," encapsulates the heart of our institution. Beyond being a place of academic excellence, where pupils thrive in their pursuit of knowledge, Westbourne is a home where sporting prowess is celebrated, creativity is nurtured, and each individual finds their unique place in our community.



# Westbourne in 2024



Since September 2022, Chris Hattam has led the School and built on a solid foundation of teaching excellence and pupil focused education. Mr Hattam's difficult decision to move on from Westbourne, presents a fantastic opportunity for a new Headteacher to build upon the development of the "Westbourne Vision," and bring innovative ideas to develop and improve Westbourne even further.

The governing body has a deep understanding of what makes Westbourne what it is and also what it needs to be for future generations of Westbournians. With the average class size in the UK being 27.4 pupils, our goal remains to maintain a maximum class size of 16 pupils.

This dedication to small class sizes aims to create an environment where pupils have the space to flourish, and teachers can tailor each child's education to their individual needs, interests and passions. As life outside school changes, we want to ensure that our school is a sanctuary of calm and education that prepares our pupils fully for life ahead. As a small Independent School we are not bound by a weight of numbers that stifles individual learning, but instead have the opportunity to focus on each and every child whilst we instil values that will underpin a successful and happy life. We pride ourselves on giving a breadth of experience and education that will provide the foundations for whichever path our children find themselves on in the future.







The core elements of what Westbourne provides are:

### **Elevating Excellence: Empowering all pupils to achieve their very best**

At Westbourne, we have a strong tradition of nurturing and challenging all pupils to achieve the very best academic outcomes through the very best teaching to all abilities. Our high achieving pupils (HAPs) are pupils who demonstrate exceptional talents in specific areas, having been identified by their teachers as having the potential to achieve top grades by the time they reach Year 11. We provide our HAPS with additional challenge, extra lessons to further enhance their learning and skills.

### **Embrace the Power of Sports: Discover our Dynamic Sporting Environment**

A core belief at Westbourne is that a balanced lifestyle means engaging the body and the mind. We offer a wealth of sporting activities that allows pupils of all abilities to engage in a healthy dose of competition. Westbourne pupils are often selected for regional sports teams and many have gone on to represent England or Great Britain in their chosen field.

### **Exploring Passions and Growth: Enrichment & Clubs**

At Westbourne School, we believe in providing a well-rounded education that goes beyond the traditional classroom setting. Our Enrichment and Clubs programme offers a wide range of opportunities for our pupils to explore their interests, develop lifelong skills and have fun.

### **Unleashing Creative Brilliance: Explore our Vibrant Arts Scene**

Encouraging artistic talent is a priority at Westbourne. We believe that every child deserves the opportunity to express their unique personality and unlock their creativity.

### **Pathways to Success: Nurturing Transitions**

Westbourne School ensures successful transitions for our leavers, with pupils moving on to their post 16 pathway. We support our pupils in achieving the necessary results and meeting entry requirements, guiding them towards courses that align with their learning style, career plans, strengths and interests.

### **Vertical Form Tutor Groups**

All our Senior School Pupils benefit from vertical form tutor groups spanning from Year 7 to Year 11, which helps our entire Senior School be a community. One of the benefits of having a small roll, when combined with vertical form tutor groups, is that this provides meaningful opportunities for all our pupils to spend time with their peers and seek guidance from older pupils, with our older pupils being given the opportunity to mentor and support our younger pupils. This contributes to their growth in confidence and sense of belonging to Westbourne.

At Westbourne School, we are dedicated to continuous improvement and innovation in education, we are currently undertaking the following work to deliver improvement as identified in the Westbourne Vision.



## Middle School

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September 2024 will see a new 'Middle School' (Year 7 & 8) being launched. This change to the structure of our school seeks to take advantage of the fact that Year 7 & 8 are golden years for our pupils. They have not been asked to complete SATs, they are not yet on the pathway to their final GCSE exams, and as such these two years will be maximised to ensure that they are growing and developing to enable them to make the most of the opportunities ahead of them.

Matthew Hawker has been appointed to be our new 'Head of Middle School' and he will be responsible for the education and welfare of our Year 7 & 8 pupils as they integrate into the Senior School. Our Middle School will ensure that the start of our Senior School journey will begin with a more gradual approach, with a clear commitment to maintaining high standards and ensuring enjoyable experiences along the way. We will deploy an innovative curriculum, which will enable our Year 7 & 8 pupils to learn how to learn by understanding how to investigate, solve problems, collaborate, communicate, analyse and assess. This array of skills will not only serve them well within the Westbourne classroom as they progress towards their GCSEs but will also begin to nurture abilities and resilience vital for the ever-evolving world our pupils are destined for.

Alongside the classroom there will be additional emphasis on the fun and adventure of a Westbourne education, field trips and experiences outside of school, and visits from external speakers to enrich the minds of our young Westbournians. We also anticipate that our new Middle School will help the transition into Year 7, whether pupils are transitioning from our Junior School or transferring from another establishment.



## Senior School Curriculum Review

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In the Senior School, the aim is to help pupils identify their talents and achieve excellence across all areas of school life. Westbourne wants to encourage pupils to find out what they want to do in life whilst also teaching them to be considerate, interesting, and successful individuals. A broad and balanced curriculum provides pupils with a wide choice including 17 GCSE options. The timetable and staff provision are built around pupils' choices. No other school offers such an individualised approach to learning and academic progress. This year over 41% of our GCSE entries resulted in a grade 7,8 or 9. This compares favourably with the national average of 22.7% for all 2023 entries and 46.6% of 2023 independent entries (given that many independent schools will be selective, whereas Westbourne does not select on academic ability).

In the coming year, we are embarking on a comprehensive curriculum review. This review presents a valuable opportunity to re-evaluate the content and balance of our curriculum as we look towards the future. This review will encompass an in-depth assessment of the allocation of teaching time for GCSE subjects and the array of subjects offered. In our Middle School (Years 7 & 8), our primary aim is to integrate additional time into the curriculum, empowering our pupils to become effective independent learners as they progress into Years 9 & 10, where they will embark on their GCSE journeys.

## Junior School Curriculum Review

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Junior School pupils thrive in an academic yet inclusive and nurturing environment. The Westbourne curriculum ensures that optimal learning in a safe, challenging and inspirational environment takes place for all children. Staff understand that pupils learn in different ways and treat them as individuals with opportunities for one-on-one learning.

Our Junior School Curriculum Review will consider the allocation of teaching time across all curriculum subjects, with a particular focus on Maths and English. Each year group will continue to benefit from subject-specialist teaching in French, Music, Drama, PE and Outdoor Learning. Our goal extends beyond academic excellence; we are committed to fostering the holistic development of our pupils. The curriculum review will allow us to incorporate more opportunities for character development, critical thinking and problem-solving skills across the Junior School.

## The possibility of expanding the school day

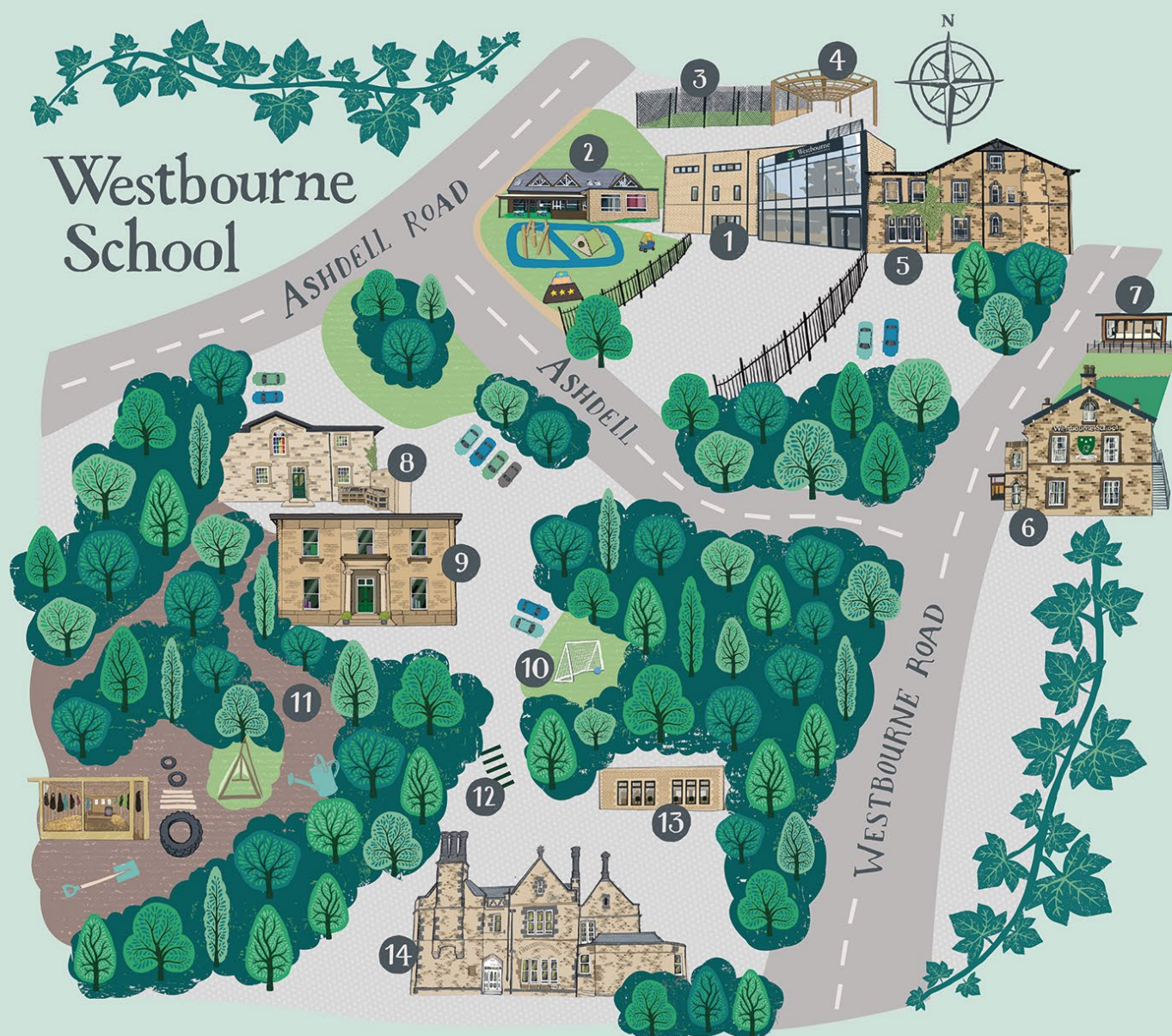
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The Westbourne Vision also presented the possibility of expanding the school day.

Given that the priorities of the Governing Body, Senior Leadership Team and Senior Management Team are now focused on the recruitment of a new leader for Westbourne school, and to allow for more work to be done and further communication and feedback collection to be undertaken, the Governing Body, with the support of the Senior Leadership Team has decided that the plan to review the school day will now be paused.



# Map of Westbourne School



## Key

- |   |  |
|---|--|
| 1 School reception, Junior School and whole-school hall | 8 Senior School - Coach House                    |
| 2 Reception outdoor classroom and play space            | 9 Senior School - Ashdell House                  |
| 3 Upper yard  | 10 Astro area                                    |
| 4 Lower yard  | 11 The Dell - Forest School and outdoor learning |
| 5 Junior School   | 12 Bridge  |
| 6 Senior School - Westbourne Place                      | 13 Senior School hall                            |
| 7 Garden / well-being studio                            | 14 Senior School - Ashdell Grove                 |





# The Role

To provide inspirational and ambitious leadership which preserves the unique character of Westbourne School. Working with a supportive Governing Body and dedicated staff, the next Head will build upon the momentum set over recent years through the design and implementation of a strategic plan which will position Westbourne prominently as the leading non-selective independent school in the region.

## Key Responsibilities

### Strategy and School Improvement

- Develop and articulate a clear and compelling strategy for the future development and improvement of the School, in consultation with the Governors
- Develop and implement a strategic plan that encapsulates how to deliver that strategy, whilst being grounded in practical and financial reality
- Articulate the ethos and values of the School, be committed to Equality, Diversity, and Inclusivity and secure and encourage the commitment of staff, pupils, parents and, where appropriate, the wider community, to these values, your vision and overall direction of the school
- Be aware of, and respond to, the local and wider external environment of the School, the challenges that independent schools will face in the next 5-10 years, adapting plans and strategies in response as necessary
- Continually seek ways to enhance and develop the School and make recommendations to the Governors as appropriate

### Leadership and Management

- Provide inspiring and effective leadership to all staff within the school, fostering a strong commitment to the ethos and values of Westbourne, engaging and motivating colleagues and preserving and increasing the sense of community and inclusivity of the 'whole school' staff team
- Further shape and develop the existing strong, cohesive and proactive senior leadership team ensuring roles, responsibilities and expectations are clear and the highest standards of performance are expected and delivered
- Create and implement leadership and management structures and effective management systems which promote continuous improvement, and an efficient and collaborative working culture
- Ensure that staff resources are allocated efficiently, and individual roles, responsibilities, objectives and targets are clear
- Take an open, collaborative and trusting approach to leadership, empowering senior colleagues to drive the successful operational and academic functioning of the school through a culture of encouragement and support
- Recruit and retain staff of the highest quality with the ability to act as role models, inspire pupils and develop the reputation of the school
- Deploy and monitor strategies for developing effective teachers and managing performance, and support staff to maintain standards of excellence in and outside the classroom
- Build a culture of continual professional development and take a long-term view of staffing, planning effectively for progression and succession





## Marketing, Communication and Community

- Ensure effective marketing and admissions strategies are in place and develop and maintain good relationships with feeder nurseries, local schools and with current and prospective parents across the region
- Identify and leverage opportunities for generating additional income across a range of enterprise activities including fundraising, and commercial opportunities to extend the Westbourne reach
- Act as a figurehead and be personally visible and involved in School events and activities
- Promote and build the reputation of the school to all stakeholders, in particular parents, and create a brand that is based upon Westbourne's core values of excellence, inclusion, respect and resilience, which is appealing to all those that desire an independent education for their children
- Ensure the school maintains a detailed understanding of the selection and admissions processes post 16 and fosters good relationships with the Heads and other key individuals in relevant senior schools and sixth forms, to support parents and pupils in navigating the entrance to their next school
- Maintain the school's commitment to being a force for good in the region and its desire to support and impact positively upon others through links, partnerships and charitable activities
- Take a leading role in development and fundraising activities in support of future projects and initiatives

## Educational Leadership

- Maintain and monitor an environment that promotes and safeguards the welfare of pupils as the top priority
- Maintain an environment that promotes high-quality teaching and stimulating, exciting and effective learning
- Maintain an environment that promotes inclusivity, empathy and tolerance and one that fosters a powerful sense of community for pupils, staff and parents
- Design, organise, implement and monitor the academic curriculum and extra-curricular programme in conjunction with SMT. Assess performance and ensure that all statutory requirements are met
- Design, organise and implement the programme and policy for whole school pastoral care to ensure wellbeing and the happiness of the individual are central to the aims of the school
- Support and develop the programme of enriching co-curricular activities, including but not limited to, sport, drama, performing and the creative arts
- Ensure all required arrangements are in place to facilitate ISI inspections of the school and ensure the school's inspection record is maintained





## Finance and Operations

- Ensure that significant financial and management decisions are conducted in consultation with the Governors and in accordance with delegated authorities
- Be an effective, decisive and supportive leader for senior staff who manage the school's non-academic functions
- Work with the Bursar and other members of the Senior Leadership Team to ensure the appropriate deployment and management of all resources (financial, human and physical) across the school in support of the overall vision and plans
- Ensure a coherent administrative and support structure is in place and that operational matters are dealt with efficiently and effectively in order to improve the quality of learning and teaching at the school and secure efficiency and value for money
- Develop and maintain a strong grasp of financial planning and budget management for the school, and ensure its sound financial performance
- In collaboration with the Bursar, prioritise and plan capital expenditure, making appropriate recommendations to the Governors
- Set the highest standards for governance and ensure that the school maintains legal and regulatory compliance, that risks are monitored and mitigated, safe recruitment procedures are in place and are followed and that health & safety of all members of the school community is safeguarded and prioritised
- Develop commercial activities that optimise the utilisation of School assets for profit, engage the local community and provide fun and educational opportunities for pupils in holidays. Whilst alongside this protecting the School's charitable status
- Develop digital strategies to extend the school's appeal, reach and impact beyond its immediate region

*"Moving our children to Westbourne has been life changing and life affirming. The school has a creative and facilitative approach that seeks to give children an environment that helps them thrive in their own unique way. There is a great balance of academic work, sport, Forest School and arts-based subjects. The teachers are super dedicated and supportive to the pupils and parents. I cannot recommend Westbourne enough."*

**Current parent**

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# The Person

The Governing Board seek an inspirational Head who will lead the school with compassion, vision and ambition. The successful candidate will embody the school's values and work to nurture and develop the unique environment and community of Westbourne School. It is likely the successful candidate will have the following key skills, experience and attributes:

## Qualifications and Experience

- Good university degree with any management, leadership, and teaching qualifications being an advantage
- A proven record of whole school leadership in a high-performing independent, state or international school setting
- Substantial and successful teaching experience and experience in curriculum change and innovation
- Good understanding of the co-educational school environment and of education for the Reception-16 age group, and current opportunities and challenges in the independent sector nationally
- Experience of using data effectively to assess attainment, track progress, develop teaching quality, and enhance pupil outcomes
- Demonstrable experience of engaging and building strong relationships with the whole school community, both internally and externally
- Experience of developing, implementing and monitoring strategic plans in support of the aims, purpose and values of a school
- Experience of leadership and management of staff and developing an open, inclusive and collaborative working environment and culture
- Experience of, or the potential capacity to supervise, the full range of staff management processes e.g. recruitment, development, retention and performance management
- Experience of, or the potential capacity to supervise, resource management (financial, human and physical)
- Detailed knowledge of the most recent safeguarding legislation and an understanding of whole school safeguarding policy

## Knowledge, Skills and Abilities

- Clarity of vision with an ability to articulate such vision and translate it into meaningful specific plans and objectives, gaining full commitment from staff, parents, pupils and Governors
- Ability to genuinely delegate and devolve responsibility to staff and in doing so empower others and build capacity
- Demonstrable skill set in building and maintaining strong relationships, both internally and externally
- Excellent communicator (both verbally and in writing) with the confidence and credibility to engage a wide range of audiences
- Excellent decision-making and problem-solving ability including evidence of having dealt successfully with a range of challenges
- Strong financial and resource planning skills
- Excellent digital skills with an understanding the vital role technology has to play in education
- Ability to work with conflicting demands and timescales
- Excellent up to date knowledge of, and ability to manage, risk and regulatory issues including ISI inspection, legal compliance, safeguarding, safer recruitment and health & safety

## Personal Attributes

- Inspirational and enthusiastic leader able to empower and motivate others
- An inclusive and collaborative approach to leadership and management, building trust, inspiring confidence and fostering team spirit
- Educationally ambitious with a commitment to the benefits of a non-selective approach and a willingness to embrace change and innovate
- Approachable, visible and accessible to everyone within the school
- Strategic and forward-looking with the ability to design and communicate a clear and compelling vision
- Commercially minded with the ability to spot opportunities for growth and expansion and capitalise upon them
- Front-facing and engaging; able to present compellingly in front of pupils, staff, parents, and external bodies
- Powerful sense of moral values and their importance in education
- Highly child-centric with a deep commitment to the wellbeing, pastoral needs and happiness of pupils
- Open, participative, and collegiate by nature, receptive to innovative ideas and thoughts, with an ability to listen, consult and discuss
- Wholly committed to Westbourne's core values of excellence, inclusion, respect and resilience
- Global outlook with the natural inclination to stretch the horizons of the school community
- Natural inclination to engage with the wider community in Sheffield including local businesses, charities, groups and other natural partners to Westbourne
- Excellent judgement and integrity and sense of fairness
- Able to act as an ambassador and professional advocate for the school, with strong personal credibility and the capability to build relationships with a wide range of people
- Calm and collected under pressure
- Driven and determined with a good sense of humour





# Academicis

## How to Apply

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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 26th February 2024 at noon

### Telephone Interviews:

Tuesday 27th to Thursday 29th February 2024

### Selection Committee List:

W/C Monday 4th March 2024

### Shortlisting:

W/C Monday 4th March 2024

### School Visit and Stakeholder Meetings:

W/C Monday 11th March 2024

### Interviews:

W/C Monday 18th March 2024